World Learner School

Policy: **665** ***TEACHER EVALUATION POLICY***

Effective: 6.23.14

Revised: 4.23.18, 4.26.21

I. *Purpose:*
The World Learner School values the human resource of teachers. This policy outlines the development, evaluation, and peer support to allow for qualified teachers and effective teaching practices to be continually supported and improved with the ultimate goal of improving student learning and success.

II. *General Statement of Policy*
The World Learner School teacher evaluation process will establish an annual review cycle that includes a growth and development plan, opportunity to participate in a professional learning community, peer review, administrative informal classroom observations and at least one summative evaluation performed by a qualified trained evaluator.

The World Learner School teacher evaluation process must be based on professional teaching standards including:

> Understanding of Subject Matter, Understanding of Student Learning, Understanding of Diverse Learners, Understand and Exhibit Instructional Strategies, Create Learning Environments, Effective Communication, Plan and Manage Instruction, Implement Assessment Strategies, Reflective Professional Development, Exhibit Ethical Collaboration.

The World Learner School teacher evaluation process must coordinate staff development activities with evaluation process and outlined in summative evaluation.

The World Learner School teacher evaluation process must allow teachers to present a portfolio demonstrating evidence of reflection and professional growth that includes teachers' own performance assessment

The World Learner School teacher evaluation process must use state and local measures of student growth based on data from assessments aligned to academic standards as a basis for 35 percent of the evaluation.

The World Learner School teacher evaluation process must use longitudinal data on student engagement and connection and other student outcome measures aligned with curriculum.

The World Learner School teacher evaluation process must require qualified and trained evaluators to perform summative evaluations.

The World Learner School teacher evaluation process must give teachers not meeting professional standards the support to improve with established goals and timelines as noted in Summative Growth and Development Plans or after any observational Growth and Development Plans during year.

The World Learner School teacher evaluation process must discipline teachers who do not adequately improve based on Growth and Development Plans and based on progressive discipline.

REFERENCES

MN Statute 122A.40 sub 8
MN Rule 8710.2000